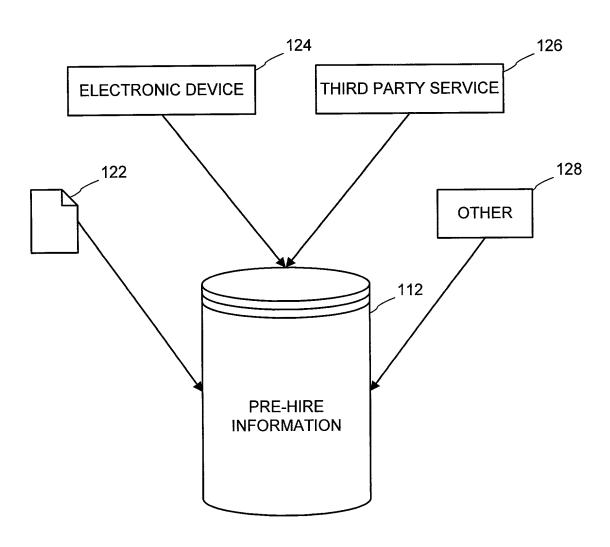
Inventors: Scarborough et al., Title: ELECTRONIC EMPLOYEE SELECTION SYSTEMS AND METHODS, Express Mail No.: EL754020682US, Date of Deposit: August 2, 2001, Gregory L. Maurer, Esq., Klarquist Sparkman, LLP, 121 S.W. Salmon Street, Suite 1600, Portland, Oregon 97204, (503) 226-7391, Attorney Docket No.: 5437-58514, Page 1 of 20





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FIG. 2

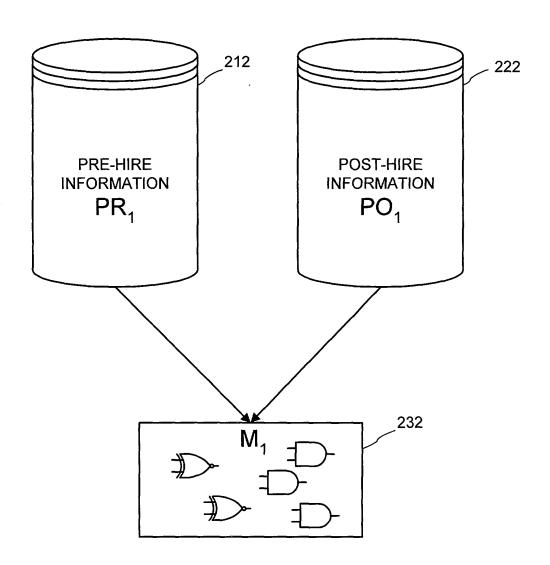
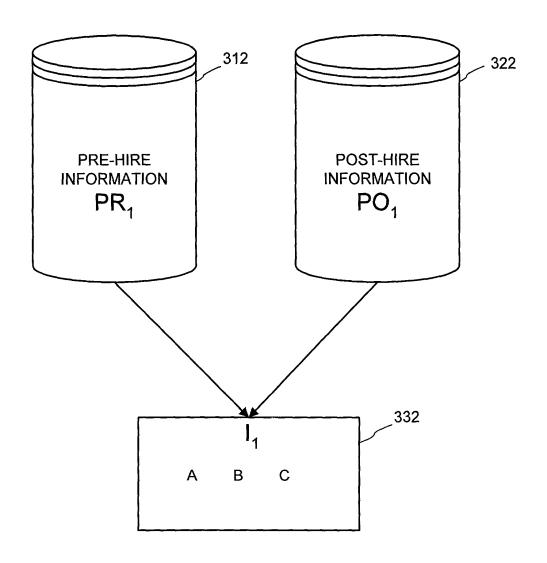
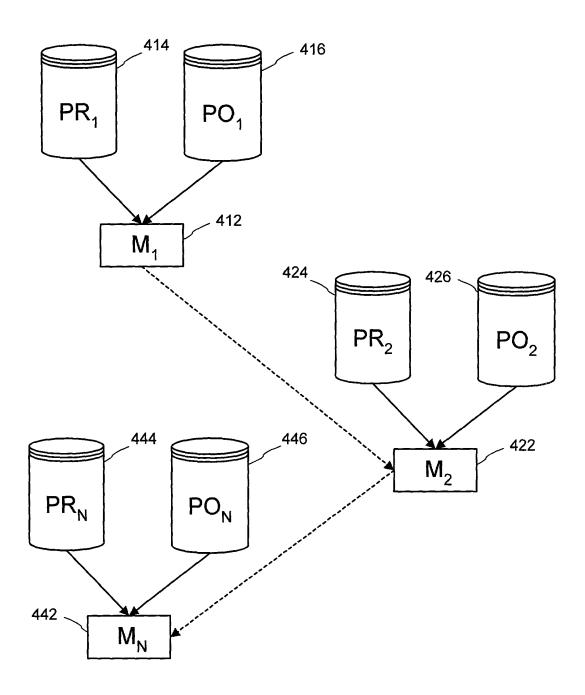


FIG. 3

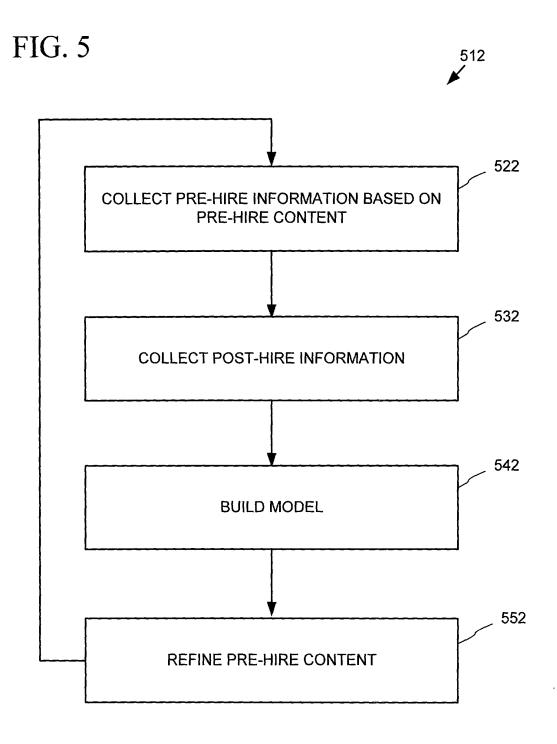


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FIG. 4

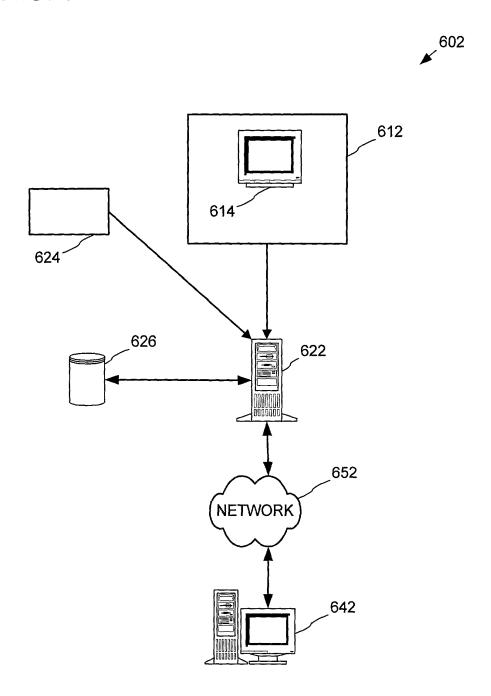


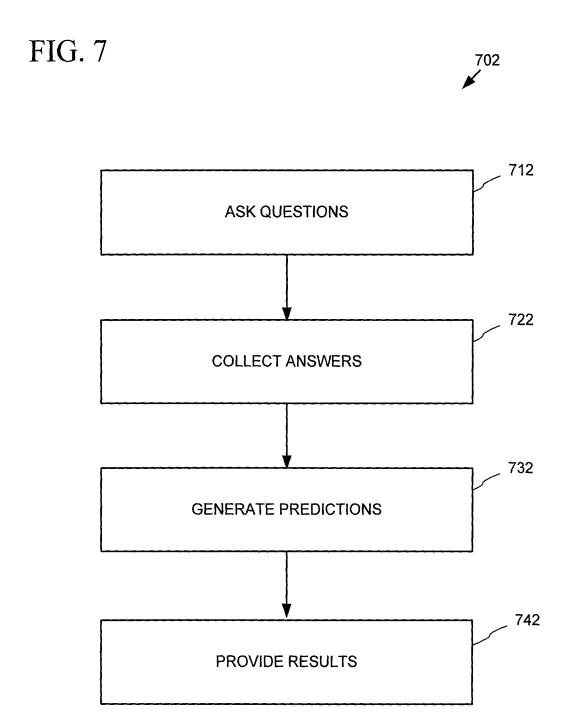
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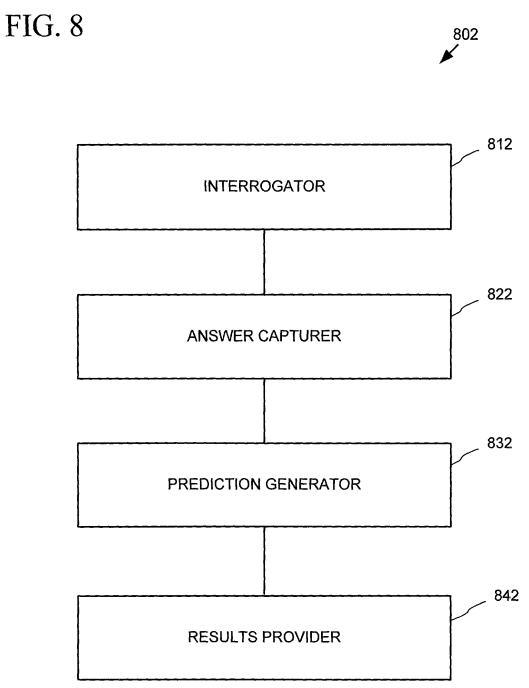


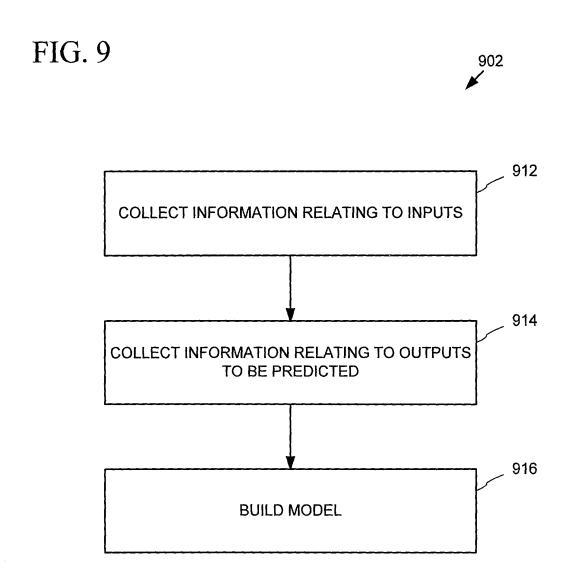
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FIG. 6

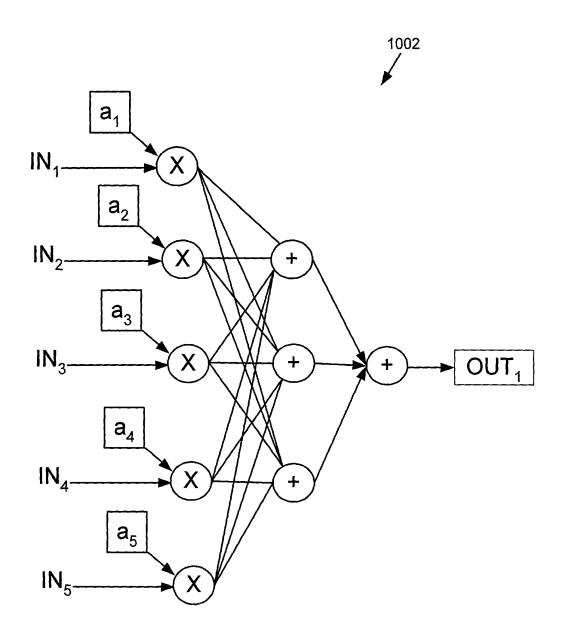






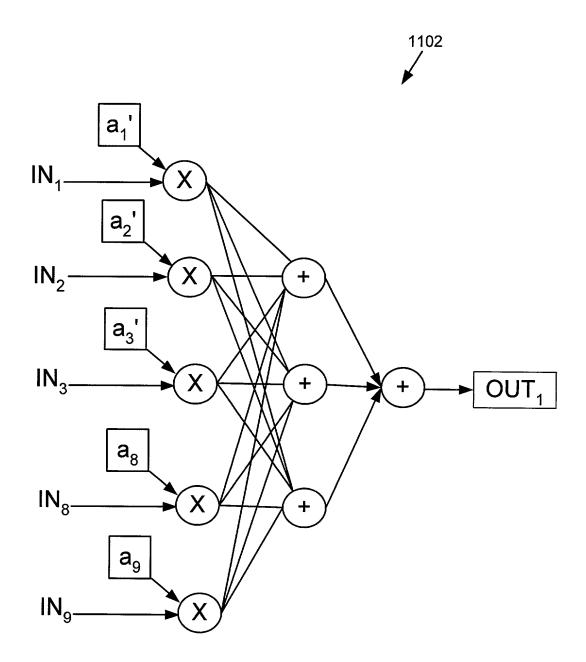


## FIG. 10



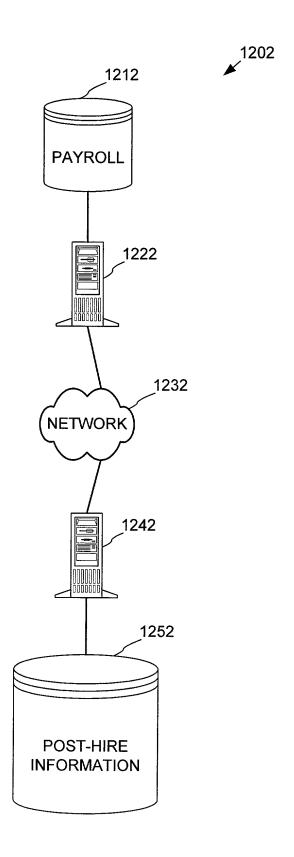
Inventors: Scarborough et al., Title: ELECTRONIC EMPLOYEE SELECTION SYSTEMS AND METHODS, Express Mail No.: EL754020682US, Date of Deposit: August 2, 2001, Gregory L. Maurer, Esq., Klarquist Sparkman, LLP, 121 S.W. Salmon Street, Suite 1600, Portland, Oregon 97204, (503) 226-7391, Attorney Docket No.: 5437-58514, Page 11 of 20

FIG. 11

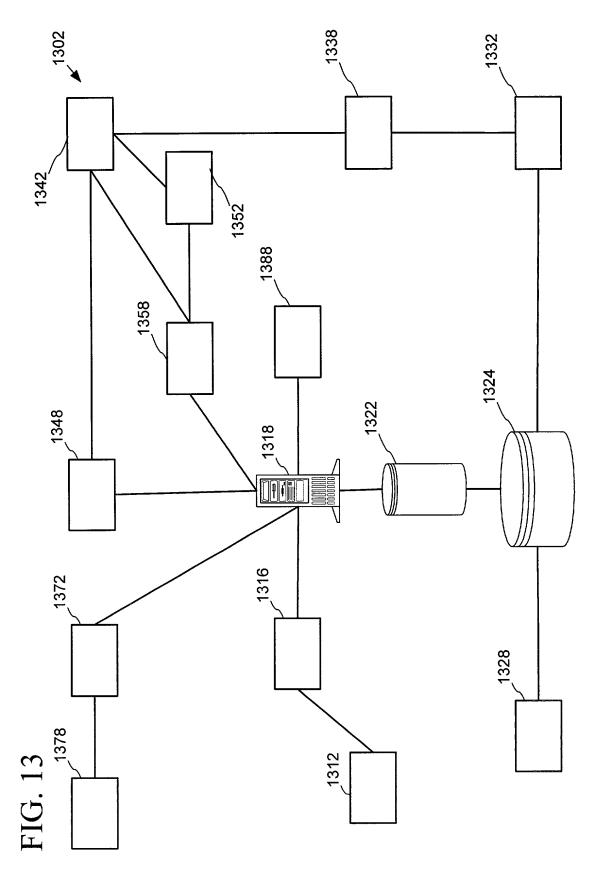


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## FIG. 12

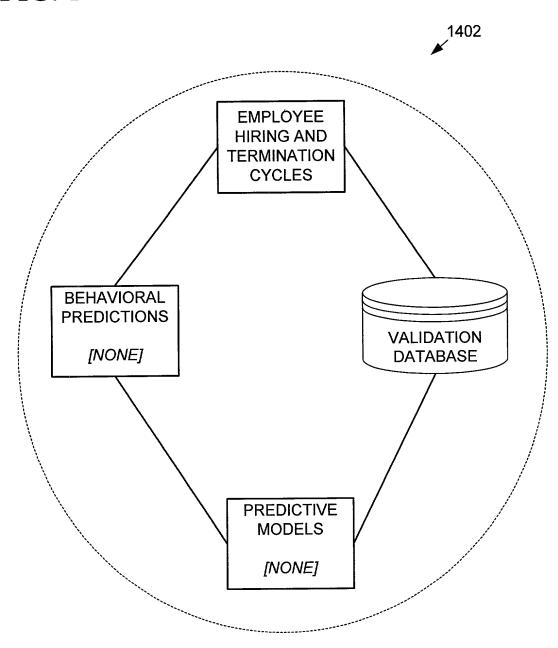


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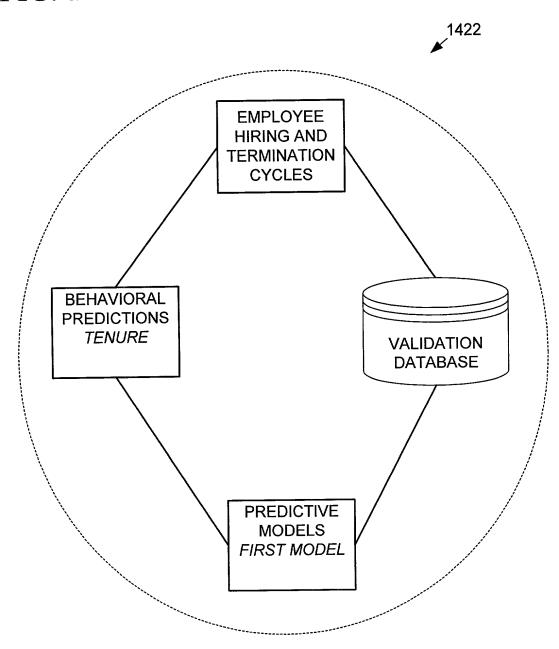
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## FIG. 14A



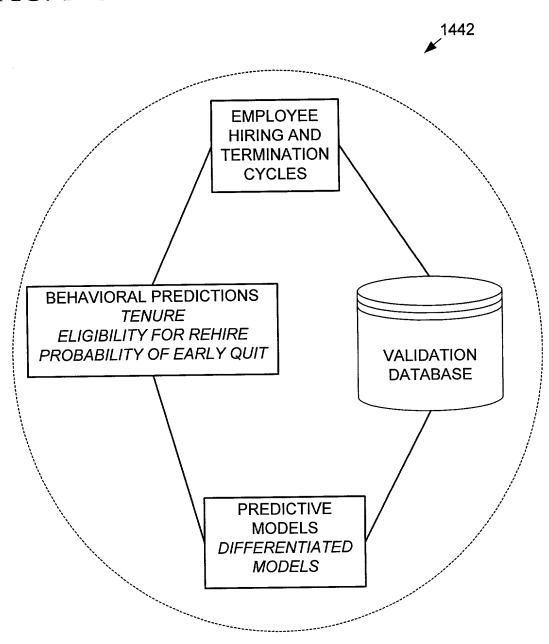
Inventors: Scarborough et al., Title: ELECTRONIC EMPLOYEE SELECTION SYSTEMS AND METHODS, Express Mail No.: EL754020682US, Date of Deposit: August 2, 2001, Gregory L. Maurer, Esq., Klarquist Sparkman, LLP, 121 S.W. Salmon Street, Suite 1600, Portland, Oregon 97204, (503) 226-7391, Attorney Docket No.: 5437-58514, Page 15 of 20

## FIG. 14B

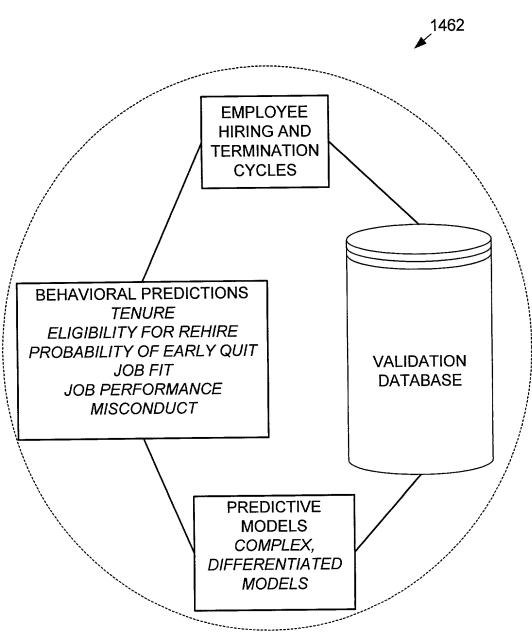


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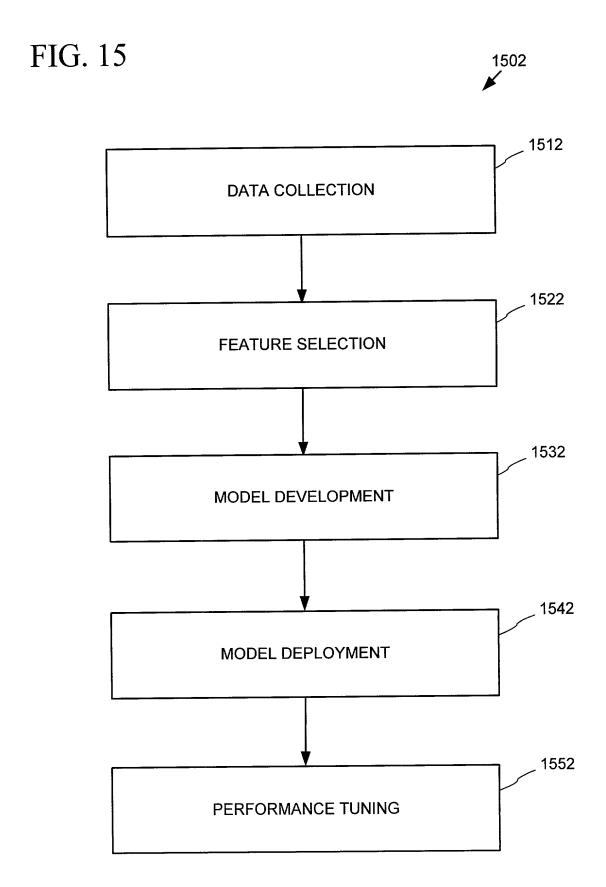
FIG. 14C







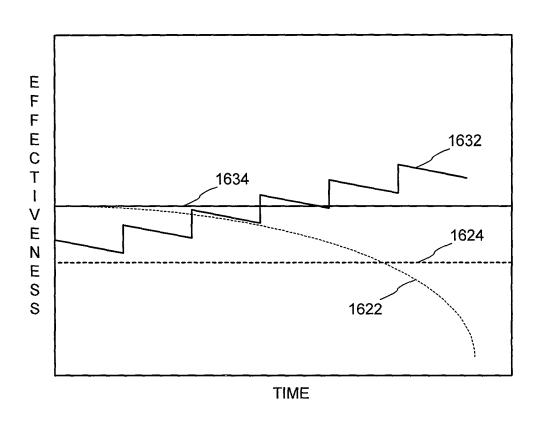
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FIG. 16





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FIG. 17



